

FROM: HQDA DCS G-1/DAPE-MPA

Sent: Tuesday, January 25, 2005 5:25 PM

To: AAC, USAREC, HRC-ALEX, HRC-STL, OCAR-RTD, OCAR-PAE, USARC G-1,  
RESERVE  
PAY CENTER, NGB-ARM, NGB-ARH, NGB-ASM,

SUBJECT: TEMPORARY POLICY MESSAGE PROVIDING IMPLEMENTATION GUIDANCE FOR  
USE  
OF NEW SELECTED RESERVE OFFICER ACCESSION AND AFFILIATION BONUSES  
AUTHORIZED  
BY THE ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS  
AS A  
RESULT OF RONALD W. REAGAN NATIONAL DEFENSE AUTHORIZATION ACT FISCAL  
YEAR  
2005.

UNCLASSIFIED//

1. REFERENCES:

A. RONALD W. REAGAN NATIONAL DEFENSE AUTHORIZATION ACT FOR FISCAL YEAR  
2005,  
SIGNED 28 OCT 04.

B. ASSISTANT SECRETARY OF DEFENSE FOR RESERVE AFFAIRS MEMORANDUM,  
SUBJECT:  
ENHANCEMENTS TO THE RESERVE COMPONENT INCENTIVE PROGRAM, DATED 10 DEC  
04.

C. DEPARTMENT OF DEFENSE INSTRUCTION 1205.21, RESERVE COMPONENT  
INCENTIVE  
PROGRAMS PROCEDURES, DATED 20 SEP 99.

D. ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS  
MEMORANDUM, SUBJECT: SELECTED RESERVE OFFICER ACCESSION AND AFFILIATION  
BONUSES, DATED

E. ARMY REGULATION (AR) 135-7, ARMY NATIONAL GUARD AND ARMY RESERVE  
INCENTIVE PROGRAMS, 15 APRIL 1996.

F. ARMY REGULATION (AR) 600-8-104, MILITARY PERSONNEL INFORMATION  
MANAGEMENT  
/ RECORDS, 22 JUNE 2004.

2. GENERAL. EFFECTIVE IMMEDIATELY THE ASSISTANT SECRETARY OF THE ARMY FOR MANPOWER AND RESERVE AFFAIRS (ASA (M&RA)) HAS AUTHORIZED THE USE OF THE NEW SELECTED RESERVE OFFICER ACCESSION AND AFFILIATION BONUSES AUTHORIZED BY THE RONALD W. REAGAN NATIONAL DEFENSE AUTHORIZATION ACT FOR FISCAL YEAR 2005 (NDAA FY05) AND UPDATE OF DEPARTMENT OF DEFENSE POLICY IN REFERENCES 1B AND 1C ABOVE.

3. THE PURPOSE OF THIS MESSAGE IS TO PROVIDE ARMY NATIONAL GUARD AND ARMY RESERVE OFFICER RECRUITERS POLICY AND PROCEDURES FOR IMPLEMENTING AND USING THE SELECTED RESERVE OFFICER ACCESSION AND AFFILIATION BONUSES UNTIL AR 135-7 AND/OR OTHER APPLICABLE REGULATIONS ARE REVISED TO INCORPORATE THE BONUSES. U.S. ARMY RECRUITING COMMAND (USAREC), HUMAN RESOURCES COMMAND (HRC), U.S. ARMY RESERVE COMMAND (USARC), AND NATIONAL GUARD BUREAU (NGB) MUST ENSURE THESE TEMPORARY PROCEDURES ARE USED UNTIL THE PERMANENT UPDATE AND INTEGRATION IN ARMY REGULATIONS IS COMPLETE. AR 600-8-104 WILL ALSO BE REVISED TO AUTHORIZE INCLUSION OF THE ACCESSION AND AFFILIATION AGREEMENTS IN PERMS.

4. POLICY. THE SELECTED RESERVE OFFICER ACCESSION AND AFFILIATION BONUSES SHALL BE USED TO ATTRACT AND RETAIN QUALIFIED COMMISSIONED AND WARRANT OFFICERS POSSESSING OR QUALIFYING FOR TRAINING IN CRITICAL SKILLS, GRADES AND/OR UNITS DESIGNATED BY THE SECRETARY OF THE ARMY AS CRITICAL TO MEET MANPOWER SHORTAGES IN THE ARMY NATIONAL GUARD OF THE UNITED STATES AND ARMY RESERVE. C, NGB AND CG, USARC, MAY APPROVE MORE RESTRICTIVE ELIGIBILITY CRITERIA FOR ARMY NATIONAL GUARD OF THE UNITED STATES AND ARMY RESERVE OFFICERS, RESPECTIVELY, TO EFFECTIVELY APPLY AND MANAGE THE OFFICER ACCESSION AND AFFILIATION BONUSES IN THEIR COMPONENT.

A. OFFICER ACCESSION BONUS. THE ACCESSION BONUS SHALL APPLY TO NEWLY APPOINTED COMMISSIONED AND WARRANT OFFICERS (2LT OR WO1) WHO AGREE TO SERVE IN A SELECTED RESERVE UNIT OF THE COMPONENT IN WHICH APPOINTED. TO BE ELIGIBLE FOR THE BONUS INDIVIDUALS MUST:

(1) AGREE TO ACCEPT AN APPOINTMENT AS AN OFFICER IN THE ARMY NATIONAL GUARD OF THE UNITED STATES OR ARMY RESERVE AND TO SERVE IN A DESIGNATED CRITICAL AOC/MOS IN A SELECTED RESERVE UNIT FOR A PERIOD OF NOT LESS THAN 6 YEARS FROM DATE OF APPOINTMENT.

(2) NOT BE ACCEPTING AN APPOINTMENT AS AN OFFICER SERVING IN THE SELECTED RESERVE FOR THE PURPOSE OF QUALIFYING FOR A MILITARY TECHNICIAN POSITION WHERE MEMBERSHIP IN A RESERVE COMPONENT IS A CONDITION OF EMPLOYMENT (A ONE TIME TEMPORARY ASSIGNMENT AS A MILITARY TECHNICIAN IS EXCLUDED) OR FOR AN ACTIVE GUARD AND RESERVE (AGR) POSITION.

(3) NOT BEING ACCESSED FOR CONTINUOUS ACTIVE DUTY SERVICE.

(4) POSSESS AN AOC/MOS DESIGNATED BY THE SECRETARY OF THE ARMY FOR BONUS ENTITLEMENT OR AGREE TO ACCOMPLISH THE NECESSARY TRAINING PRESCRIBED BY THE SECRETARY OF THE ARMY TO ACHIEVE THE DESIGNATED CRITICAL AOC/MOS.

(5) NOT CURRENTLY BE RECEIVING FINANCIAL ASSISTANCE UNDER CHAPTERS 1608, 1609, 1611, 2107, OR 2107A OF TITLE 10, UNITED STATES CODE, OR SPECIAL PAY UNDER SECTION 302G OF TITLE 37, UNITED STATES CODE, AND WILL NOT RECEIVE SUCH ASSISTANCE DURING THE PERIOD OF THIS AGREEMENT.

(6) FILL A CRITICAL SKILL IN THE SELECTED RESERVE. A CRITICAL SKILL IS DEFINED AS: AN AOC/MOS WHOSE AGGREGATE STRENGTH IS LESS THAN 90 PERCENT FILL AGAINST AUTHORIZATIONS, AND ONE OF THE FOLLOWING: A TECHNICAL SKILL REQUIRING NOTABLY ABOVE AVERAGE TRAINING, AND/OR REPLACEMENT COSTS; A SKILL THAT IS IN HIGH DEMAND IN THE CIVILIAN SECTOR; A SKILL THAT IS CHALLENGING TO RECRUIT INTO; A SKILL THAT IS CRUCIAL TO COMBAT READINESS; OR A SKILL

THAT IS A LOW DENSITY, HIGH-DEMAND SKILL. NGB AND USARC WILL FORWARD A CRITICAL SKILLS LIST WITH JUSTIFICATION FOR PAYMENT OF THE ACCESSIONS BONUS TO HQDA, G-1, ON A SEMI-ANNUAL BASIS AS PART OF THE SELECTIVE RESERVE INCENTIVE PROGRAM (SRIP) FOR ASA (M&RA) APPROVAL.

(7) SUCCESSFULLY COMPLETE AN OFFICER BASIC COURSE OR WARRANT OFFICER BASIC COURSE (OBC/WOBC) IN THEIR DESIGNATED AOC/MOS WITHIN 36 MONTHS OF THE DATE OF APPOINTMENT.

B. OFFICER AFFILIATION BONUS. THE AFFILIATION BONUS SHALL APPLY TO OFFICERS OF ALL GRADES WHO AGREE TO SERVE IN A SELECTED RESERVE UNIT OF THE ARMY NATIONAL GUARD OF THE UNITED STATES OR ARMY RESERVE. TO BE ELIGIBLE FOR THE BONUS OFFICERS MUST:

(1) AGREE TO SERVE IN A CRITICAL OFFICER SKILL, UNIT, OR PAY GRADE THAT IS DESIGNATED FOR BONUS ENTITLEMENT BY THE SECRETARY OF THE ARMY.

(2) AGREE TO COMPLETE AOC/MOS TRAINING, IF AFFILIATING FOR SERVICE IN A DESIGNATED CRITICAL AOC/MOS OTHER THAN THAT WHICH THEY CURRENTLY HOLD, WITHIN 36 MONTHS OF AFFILIATION DATE.

(3) BE CURRENTLY SERVING ON ACTIVE DUTY (AD) FOR MORE THAN 30 DAYS OR IS A MEMBER OF A RESERVE COMPONENT NOT ON ACTIVE DUTY AND, IF PREVIOUSLY SERVED ON ACTIVE DUTY, WAS RELEASED FROM THAT DUTY UNDER HONORABLE CONDITIONS.

(4) HAVE NOT PREVIOUSLY SERVED IN THE SELECTED RESERVE.

(5) NOT BE ENTITLED TO RETIRED OR RETAINER PAY.

(6) NOT BE AFFILIATING TO QUALIFY FOR A MILITARY TECHNICIAN POSITION WHERE MEMBERSHIP IN A RESERVE COMPONENT IS A CONDITION OF EMPLOYMENT (A ONE TIME

TEMPORARY ASSIGNMENT AS A MILITARY TECHNICIAN IS EXCLUDED) OR FOR AN ACTIVE GUARD AND RESERVE (AGR) POSITION.

(7) NOT PREVIOUSLY RECEIVED AN AFFILIATION BONUS FOR SERVICE IN THE SELECTED RESERVE.

(8) NOT CURRENTLY RECEIVING FINANCIAL ASSISTANCE UNDER CHAPTERS 1608, 1609, OR 1611, OF TITLE 10, UNITED STATES CODE, OR SPECIAL PAY UNDER SECTION 302G OF TITLE 37, UNITED STATES CODE, AND WILL NOT RECEIVE SUCH ASSISTANCE DURING THE PERIOD OF THIS AGREEMENT.

(9) AGREE TO SERVE IN THE ARMY NATIONAL GUARD OF THE UNITED STATES OR ARMY RESERVE FOR A PERIOD NOT LESS THAN 3 YEARS.

#### C. BONUS AMOUNTS AND PAYMENT SCHEDULE.

(1) THE ACCESSION BONUS AMOUNT SHALL BE \$6000 AND WILL BE PAID IN ONE LUMP SUM AFTER COMPLETION OF OBC/WOBC.

(2) THE AFFILIATION BONUS AMOUNT SHALL BE \$6,000 AND WILL BE PAID IN ONE LUMP SUM UPON THE OFFICER S ASSIGNMENT TO THE DESIGNATED POSITION, UNIT, OR PAY GRADE PURSUANT TO THE AGREEMENT.

5. AGREEMENTS. OFFICERS ACCESSED OR OFFICERS AFFILIATING WITH THE ARMY NATIONAL GUARD OF THE UNITED STATES OR ARMY RESERVE MUST MEET THE ELIGIBILITY CRITERIA AND SIGN AN AGREEMENT APPLICABLE TO THE TYPE OF BONUS TO BE RECEIVED. THE SIGNED AGREEMENT WILL BE ATTACHED TO THE OFFICER S APPLICATION FOR APPOINTMENT (NGB FORM 62/DA FORM 61, AS APPLICABLE) AND FILED IN PERMS IN THE GENERAL ADMINISTRATION SECTION OF THE OMPF NEXT TO THE NGB FORM 62/DA FORM 61. THE AGREEMENTS ARE AS FOLLOWS:

(A) WRITTEN AGREEMENT - OFFICER ACCESSION BONUS

ACKNOWLEDGMENT

IN CONNECTION WITH MY APPOINTMENT AS AN OFFICER AND AGREEMENT TO SERVE WITH THE ARMY NATIONAL GUARD OF THE UNITED STATES / UNITED STATES ARMY RESERVE UNDER THE SELECTED RESERVE INCENTIVE PROGRAM, I HEREBY ACKNOWLEDGE THAT:

1. I MEET THE ELIGIBILITY CRITERIA, AS FOLLOWS:

A. I AGREE TO ACCEPT AN APPOINTMENT AS AN OFFICER IN THE ARMED FORCES TO SERVE IN THE SELECTED RESERVE IN A CRITICAL OFFICER SKILL THAT IS DESIGNATED FOR BONUS ENTITLEMENT BY THE SECRETARY OF THE ARMY.

B. I AM NOT ACCEPTING AN APPOINTMENT AS AN OFFICER SERVING IN THE SELECTED RESERVE FOR THE PURPOSE OF QUALIFYING FOR A MILITARY TECHNICIAN POSITION WHERE MEMBERSHIP IN A RESERVE COMPONENT IS A CONDITION OF EMPLOYMENT (A ONE TIME TEMPORARY ASSIGNMENT AS A MILITARY TECHNICIAN IS EXCLUDED) OR AN ACTIVE GUARD AND RESERVE (AGR) POSITION.

C. I AM NOT BEING ACCESSED FOR CONTINUOUS ACTIVE DUTY SERVICE.

D. I POSSESS A SKILL DESIGNATED BY THE SECRETARY OF THE ARMY FOR BONUS ENTITLEMENT OR I AGREE TO ACCOMPLISH THE NECESSARY TRAINING PRESCRIBED BY THE SECRETARY CONCERNED TO ACHIEVE THE DESIGNATED SKILL WITHIN 36 MONTHS OF APPOINTMENT.

E. I AM NOT CURRENTLY RECEIVING FINANCIAL ASSISTANCE UNDER CHAPTERS 1608,

1609, 1611, 2107, OR 2107A OF TITLE 10, UNITED STATES CODE, OR SPECIAL  
PAY  
UNDER SECTION 302G OF TITLE 37, UNITED STATES CODE, AND WILL NOT  
RECEIVE  
SUCH ASSISTANCE DURING THE PERIOD OF THIS AGREEMENT.

2. I SHALL INCUR THE FOLLOWING OBLIGATIONS IN CONNECTION WITH MY  
AGREEMENT  
TO ACCEPT AN APPOINTMENT AS AN OFFICER SERVING IN THE SELECTED RESERVE:

A. I HEREBY AGREE TO SERVE IN THE SELECTED RESERVE FOR SIX YEARS, THE  
FULL  
PERIOD OF THIS AGREEMENT.

B. I SHALL SERVE SATISFACTORILY, AS PRESCRIBED BY THE APPROPRIATE  
REGULATIONS OF THE ARMY, FOR THE COMPLETE PERIOD IN THE SELECTED  
RESERVE OF  
THE ARMY NATIONAL GUARD OF THE UNITED STATES / UNITED STATES ARMY  
RESERVE  
ACCORDING TO MY WRITTEN AGREEMENT AND IN THE CRITICAL SKILL IN WHICH  
ACCESSED, UNLESS EXCUSED FOR THE CONVENIENCE OF THE GOVERNMENT.

3. I SHALL BE PAID AN ACCESSION BONUS, AS FOLLOWS:

A. THE BONUS ACCRUES BEGINNING ON THE DATE THIS AGREEMENT IS ACCEPTED  
BY THE  
SECRETARY OF THE ARMY.

B. THE TOTAL AMOUNT OF THE BONUS PAYABLE UNDER THE AGREEMENT BECOMES  
FIXED  
UPON ACCEPTANCE OF THIS WRITTEN AGREEMENT BY THE SECRETARY OF THE ARMY.

C. I SHALL RECEIVE A BONUS OF \$6,000 PAID IN ONE LUMP SUM UPON MY  
SUCCESSFUL  
COMPLETION OF OBC/WOBC.

4. IF I FAIL TO ACCEPT A COMMISSION OR APPOINTMENT AS AN OFFICER, OR I  
DO  
NOT COMMENCE TO PARTICIPATE, OR I DO NOT SATISFACTORILY COMPLETE THE  
SERVICE  
OBLIGATION INCURRED UNDER THIS AGREEMENT FOR ANY OF THE REASONS LISTED

BELOW, I UNDERSTAND THAT RECOUPMENT OR ENTITLEMENT TO A PORTION OF THE BONUS AMOUNT WILL BE CALCULATED IN ACCORDANCE WITH PARAGRAPH 5 BELOW:

A. IF I FAIL TO PARTICIPATE SATISFACTORILY IN TRAINING OR DUTY WITH THE SELECTED RESERVE INCLUDING FAILURE TO MAINTAIN MEDICAL AND DENTAL READINESS, DURING THE ENTIRE PERIOD OF THE SERVICE OBLIGATION, UNLESS THE FAILURE TO PARTICIPATE SATISFACTORILY WAS DUE TO REASONS BEYOND MY CONTROL (E.G., DEATH, INJURY, ILLNESS, OR OTHER IMPAIRMENT NOT THE RESULT OF MY OWN MISCONDUCT).

B. IF I FAIL OR FAIL TO COMPLETE OBC/WOBC WITHIN 36 MONTHS OF THE DATE OF APPOINTMENT.

C. IF I AM INVOLUNTARILY SEPARATED FROM THE SELECTED RESERVE UNLESS AS A RESULT OF UNIT INACTIVATION, UNIT RELOCATION, UNIT REORGANIZATION, OR A DOD-DIRECTED REDUCTION IN THE SELECTED RESERVE FORCE.

D. IF I SEPARATE FROM THE SELECTED RESERVE FOR ANY REASON (INCLUDING ENLISTMENT OR VOLUNTARY ORDER TO ACTIVE DUTY IN THE ACTIVE FORCES); OTHER THAN BY DEATH, INJURY, ILLNESS OR OTHER IMPAIRMENT NOT THE RESULT OF MY OWN MISCONDUCT OR AN INVOLUNTARY CALL-UP OR MOBILIZATION.

E. IF I VOLUNTARILY MOVE TO A NON-BONUS SKILL UNLESS THE MOVE IS REQUIRED BY THE RESERVE COMPONENT.

F. IF I FAIL TO EXTEND THE CONTRACTED TERM OF SERVICE FOR A PERIOD OF AUTHORIZED NONAVAILABILITY.

G. IF I ACCEPT A MILITARY TECHNICIAN POSITION WHERE MEMBERSHIP IN A RESERVE COMPONENT IS A CONDITION OF EMPLOYMENT, (A ONE TIME TEMPORARY ASSIGNMENT AS A MILITARY TECHNICIAN FOR 6 MONTHS OR LESS IS EXCLUDED) OR AN AGR POSITION.



5. THE AMOUNT TO BE RECOUPED OR REIMBURSED SHALL BE COMPUTED AS FOLLOWS:

A. THE NUMBER OF MONTHS I HAVE SERVED SATISFACTORILY DURING THE TERM FOR WHICH MY BONUS HAS BEEN PAID SHALL BE MULTIPLIED BY THE MONTHLY RATE AUTHORIZED BY THE PARTICULAR BONUS (CALCULATED BY DIVIDING THE TOTAL BONUS AMOUNT BY THE NUMBER OF MONTHS OF SERVICE THE MEMBER HAS AGREED TO SERVE).

B. THAT AMOUNT SHALL BE SUBTRACTED FROM THE TOTAL AMOUNT OF BONUS PAID TO DATE (INITIAL AND ANY SUBSEQUENT PAYMENTS).

C. IF THE CALCULATION INDICATES OVERPAYMENT TO ME, I SHALL REFUND THAT AMOUNT TO THE GOVERNMENT OF THE UNITED STATES. IF THE CALCULATION INDICATES THAT I HAVE EARNED MORE THAN I HAVE BEEN PAID, I SHALL RECEIVE A FINAL PAYMENT IN THAT AMOUNT.

6. TERMINATION FROM BONUS ENTITLEMENT AND/OR ANY REFUND MADE BY ME SHALL NOT AFFECT MY PERIOD OF OBLIGATION TO SERVE IN THE READY RESERVE.

7. IF, SUBSEQUENT TO THE ACCEPTANCE OF THIS AGREEMENT BY THE SECRETARY OF THE ARMY OR HIS DELEGATE, I AM CALLED OR INVOLUNTARILY ORDERED TO ACTIVE DUTY, I SHALL BE PAID, DURING THAT PERIOD OF ACTIVE DUTY, ANY AMOUNT OF THE BONUS THAT BECOMES PAYABLE TO ME DURING THAT PERIOD OF ACTIVE DUTY.

UNDERSTANDING

I HAVE READ AND UNDERSTAND EACH OF THE STATEMENTS ABOVE AND THE STATEMENTS CONTAINED IN THIS AGREEMENT SIGNED BY ME, AND UNDERSTAND THAT THEY ARE INTENDED TO CONSTITUTE ALL PROMISES OR AGREEMENTS WHATSOEVER CONCERNING MY

AFFILIATION. NO OTHER PROMISE, REPRESENTATION, OR COMMITMENT HAS BEEN  
MADE  
TO ME IN CONNECTION WITH MY AFFILIATION BONUS.

AUTHENTICATION

SIGNATURE OF SERVICE REPRESENTATIVE AND DATE

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SIGNATURE OF SERVICE MEMBER AND DATE

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TYPED NAME AND GRADE OF WITNESSING OFFICER

---

SIGNATURE AND DATE

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(B) WRITTEN AGREEMENT - OFFICER AFFILIATION BONUS

ACKNOWLEDGMENT

IN CONNECTION WITH MY AFFILIATION WITH THE ARMY NATIONAL GUARD OF THE UNITED STATES / UNITED STATES ARMY RESERVE UNDER THE SELECTED RESERVE INCENTIVE PROGRAM, I HEREBY ACKNOWLEDGE THAT:

1. I MEET THE ELIGIBILITY CRITERIA, AS FOLLOWS:

A. I AGREE TO SERVE IN THE SELECTED RESERVE IN A CRITICAL OFFICER SKILL, UNIT, OR PAY GRADE THAT IS DESIGNATED FOR BONUS ENTITLEMENT BY THE SECRETARY OF THE ARMY OR HIS DELEGATE.

B. I AGREE TO COMPLETE AOC/MOS TRAINING, IF REQUIRED WHEN AFFILIATING FOR SERVICE IN AN AOC/MOS OTHER THAN THAT WHICH I CURRENTLY HOLD, WITHIN 36 MONTHS OF AFFILIATION DATE.

C. I AM CURRENTLY SERVING ON ACTIVE DUTY (AD) FOR MORE THAN 30 DAYS OR I AM A MEMBER OF A RESERVE COMPONENT NOT ON ACTIVE DUTY AND, IF I PREVIOUSLY SERVED ON ACTIVE DUTY, I WAS RELEASED FROM THAT DUTY UNDER HONORABLE CONDITIONS.

D. I HAVE NOT PREVIOUSLY SERVED IN THE SELECTED RESERVE.

E. I AM NOT ENTITLED TO RETIRED OR RETAINER PAY.

F. I AM NOT AFFILIATING TO QUALIFY FOR A MILITARY TECHNICIAN POSITION WHERE MEMBERSHIP IN A RESERVE COMPONENT IS A CONDITION OF EMPLOYMENT (A ONE TIME TEMPORARY ASSIGNMENT AS A MILITARY TECHNICIAN IS EXCLUDED) OR AN ACTIVE GUARD AND RESERVE (AGR) POSITION.

G. I HAVE NOT PREVIOUSLY RECEIVED AN AFFILIATION BONUS FOR SERVICE IN THE  
SELECTED RESERVE.

H. I AM NOT CURRENTLY RECEIVING FINANCIAL ASSISTANCE UNDER CHAPTERS  
1608,  
1609, OR 1611, OF TITLE 10, UNITED STATES CODE, OR SPECIAL PAY UNDER  
SECTION  
302G OF TITLE 37, UNITED STATES CODE, AND WILL NOT RECEIVE SUCH  
ASSISTANCE  
DURING THE PERIOD OF THIS AGREEMENT.

2. I SHALL INCUR THE OBLIGATIONS OF THIS AFFILIATION, AS FOLLOWS:

A. I HEREBY AGREE TO SERVE IN THE SELECTED RESERVE FOR NOT LESS THAN  
THREE  
YEARS, THE FULL PERIOD OF THIS AGREEMENT.

B. I SHALL SERVE SATISFACTORILY, AS PRESCRIBED BY THE APPROPRIATE  
REGULATIONS OF THE ARMY NATIONAL GUARD OF THE UNITED STATES / UNITED  
STATES  
ARMY RESERVE, THE COMPLETE AFFILIATION PERIOD IN THE SELECTED RESERVE  
OF THE  
ARMY NATIONAL GUARD OF THE UNITED STATES / UNITED STATES ARMY RESERVE  
ACCORDING TO MY WRITTEN AGREEMENT AND IN THE CRITICAL SKILL, UNIT OR  
GRADE  
IN WHICH AFFILIATED, UNLESS EXCUSED FOR THE CONVENIENCE OF THE  
GOVERNMENT.

3. I SHALL BE PAID AN AFFILIATION BONUS, AS FOLLOWS:

A. THE BONUS ACCRUES BEGINNING ON THE DATE ON WHICH I AM ASSIGNED TO A  
DESIGNATED POSITION, UNIT, OR PAY GRADE PURSUANT TO THIS AGREEMENT.

B. I SHALL RECEIVE A BONUS OF \$6,000 PAID IN ONE LUMP SUM UPON MY  
ASSIGNMENT  
TO THE DESIGNATED POSITION, UNIT, OR PAY GRADE PURSUANT TO THIS  
AGREEMENT.

4. IF I FAIL TO COMMENCE OR COMPLETE THE SERVICE OBLIGATION INCURRED  
UNDER

THIS AGREEMENT FOR ANY OF THE REASONS LISTED BELOW, I UNDERSTAND THAT RECOUPMENT OR ENTITLEMENT TO A PORTION OF THE BONUS AMOUNT WILL BE CALCULATED IN ACCORDANCE WITH PARAGRAPH 5 BELOW:

A. IF I FAIL TO PARTICIPATE SATISFACTORILY IN TRAINING AND DUTY WITH THE SELECTED RESERVE INCLUDING FAILURE TO MAINTAIN MEDICAL AND DENTAL READINESS, DURING THE ENTIRE PERIOD OF SERVICE OBLIGATION, UNLESS THE FAILURE TO PARTICIPATE SATISFACTORILY WAS DUE TO REASONS BEYOND MY CONTROL (E.G., DEATH, INJURY, ILLNESS, OR OTHER IMPAIRMENT NOT THE RESULT OF MY OWN MISCONDUCT).

B. IF I AM INVOLUNTARILY SEPARATED FROM THE SELECTED RESERVE UNLESS AS A RESULT OF UNIT INACTIVATION, UNIT RELOCATION, UNIT REORGANIZATION, OR A DOD-DIRECTED REDUCTION IN THE SELECTED RESERVE FORCE.

C. IF I VOLUNTARILY SEPARATE FROM THE SELECTED RESERVE FOR ANY REASON (INCLUDING ENLISTMENT OR VOLUNTARY ORDER TO ACTIVE DUTY IN THE ACTIVE FORCES); OTHER THAN BY DEATH, INJURY, ILLNESS OR OTHER IMPAIRMENT NOT THE RESULT OF MY OWN MISCONDUCT, OR AN INVOLUNTARY CALL-UP OR MOBILIZATION.

D. IF I VOLUNTARILY MOVE TO A NON-BONUS SKILL, UNIT OR GRADE, UNLESS THE MOVE IS REQUIRED BY THE RESERVE COMPONENT.

E. IF I FAIL TO EXTEND THE CONTRACTED TERM OF SERVICE FOR A PERIOD OF AUTHORIZED NONAVAILABILITY.

F. IF I ACCEPT A MILITARY TECHNICIAN POSITION WHERE MEMBERSHIP IN A RESERVE COMPONENT IS A CONDITION OF EMPLOYMENT, (A ONE TIME TEMPORARY ASSIGNMENT AS A MILITARY TECHNICIAN FOR 6 MONTHS OR LESS IS EXCLUDED) OR AN AGR POSITION

5. THE AMOUNT TO BE RECOUPED OR FINAL PAYMENT SHALL BE COMPUTED AS FOLLOWS:

A. THE NUMBER OF MONTHS I HAVE SERVED SATISFACTORILY DURING THE TERM FOR WHICH MY BONUS HAS BEEN PAID SHALL BE MULTIPLIED BY THE MONTHLY RATE AUTHORIZED BY THE PARTICULAR BONUS (CALCULATED BY DIVIDING THE TOTAL BONUS AMOUNT BY THE NUMBER OF MONTHS OF SERVICE THE MEMBER HAS AGREED TO SERVE).

B. THAT AMOUNT SHALL BE SUBTRACTED FROM THE TOTAL AMOUNT OF BONUS PAID TO DATE (INITIAL AND ANY SUBSEQUENT PAYMENTS).

C. IF THE CALCULATION INDICATES OVERPAYMENT TO ME, I SHALL REFUND THAT AMOUNT TO THE GOVERNMENT OF THE UNITED STATES. IF THE CALCULATION INDICATES THAT I HAVE EARNED MORE THAN I HAVE BEEN PAID, I SHALL RECEIVE A FINAL PAYMENT IN THAT AMOUNT.

6. TERMINATION FROM BONUS ENTITLEMENT AND/OR ANY REFUND MADE BY ME SHALL NOT AFFECT MY PERIOD OF OBLIGATION TO SERVE IN THE READY RESERVE.

7. IF, SUBSEQUENT TO COMPLETING THIS AGREEMENT AND AFFILIATING WITH THE SELECTED RESERVE, I AM CALLED OR ORDERED TO ACTIVE DUTY, I SHALL BE PAID, DURING THAT PERIOD OF ACTIVE DUTY, ANY AMOUNT OF THE BONUS THAT BECOMES PAYABLE TO ME DURING THAT PERIOD OF ACTIVE DUTY.

UNDERSTANDING

I HAVE READ AND UNDERSTAND EACH OF THE STATEMENTS ABOVE AND THE STATEMENTS CONTAINED IN THIS AGREEMENT SIGNED BY ME, AND UNDERSTAND THAT THEY ARE INTENDED TO CONSTITUTE ALL PROMISES OR AGREEMENTS WHATSOEVER CONCERNING MY AFFILIATION. NO OTHER PROMISE, REPRESENTATION, OR COMMITMENT HAS BEEN MADE TO ME IN CONNECTION WITH MY AFFILIATION BONUS.

AUTHENTICATION

SIGNATURE OF SERVICE REPRESENTATIVE AND DATE

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SIGNATURE OF SERVICE MEMBER AND DATE

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TYPED NAME AND GRADE OF WITNESSING OFFICER

---

SIGNATURE AND DATE

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7. POINT OF CONTACT AT HQDA FOR RC INCENTIVES POLICY IS LTC KEN CURRY  
AT

CML: (703) 695-7479 / DSN: 225-7479 OR EMAIL AT:  
KENNETH.CURRY@HQDA.ARMY.MIL.

8. THIS MESSAGE WILL REMAIN IN EFFECT UNTIL THIS TEMPORARY POLICY HAS  
BEEN

INCORPORATED INTO RESPECTIVE ACTIVE ARMY REGULATIONS AS PART OF THE  
AC/RC  
POLICY INTEGRATION PROCESS OR HAS BEEN SUPERSEDED BY ANOTHER MESSAGE.

9. EXPIRATION DATE CANNOT BE DETERMINED.